

MODERN ANTI-SLAVERY AND HUMAN ANTI-TRAFFICKING STATEMENT

Engineering Projects TM LTD UK
UK Companies House Number: 16818987

Date of Approval: 13–February–2026

This statement outlines Engineering Projects TM LTD's commitment to preventing slavery, servitude, human trafficking, and forced labour across our business operations and supply chains. The statement demonstrates our ongoing efforts to uphold the highest standards of ethical and responsible business practices worldwide.

1. Organisational Structure, Business, and Supply Chains

Engineering Projects TM LTD is a UK-registered professional services company operating entirely in office-based environments, with two directors overseeing all governance and operations.

Our Services

We provide comprehensive professional services, including:

- Architectural design and consultancy services
- Interior décor design and consultancy services
- Façade engineering and consultancy services
- Seismic, wind, fire, and ETAP-electrical peer review services
- Engineering design and technical advisory services
- Project management, planning, scheduling, and project controls services (Primavera, MS Excel, MS Project)
- Technical and HSE documentation drafting and compliance support
- Professional advisory and consultancy services

Key operational characteristics:

- All work is performed in controlled office environments
- No on-site construction, installation, or field labour is undertaken
- No manual labour workforce is deployed to client locations
- Supply chain includes IT hardware/software providers, professional subcontract consultants, and office service providers

2. Policies and Commitments

Engineering Projects TM LTD maintains a modern anti-slavery and human anti-trafficking policy that:

- Demonstrates zero tolerance for slavery, servitude, forced labour, human trafficking, child labour, and exploitative practices
- Applies to all employees, consultants, subcontractors, suppliers, and third parties acting on our behalf
- Ensures ethical recruitment, supplier due diligence, and transparent business conduct
- Aligns with international standards, including principles established by the International Labour Organization, UN Guiding Principles on Business and Human Rights, and universal human rights norms



The Company commits to:

- Ensuring all personnel have verified rights to work and are employed voluntarily
- Providing fair and lawful remuneration and working conditions
- Maintaining transparency in all operations and supply chain interactions
- Encouraging reporting of concerns and protecting whistleblowers from retaliation

3. Due Diligence Processes

To prevent slavery and human trafficking in our operations and supply chains, we implement risk-based due diligence procedures:

- Supplier Assessment: Engaging reputable suppliers and verifying compliance with ethical and labour standards
- Contractual Controls: Inclusion of ethical compliance clauses; right to terminate suppliers for non-compliance
- Monitoring: Regular review of suppliers, subcontract consultants, and office service providers; escalation of concerns to directors
- Employee and Consultant Screening: Verification of legal right to work, professional qualifications, and adherence to ethical standards

Indirect risk primarily exists in IT hardware/software supply chains, professional subcontractors, and office service providers. Direct operational risk is low, as all work is office-based and no field labour is involved.

4. Risk Assessment

Engineering Projects TM LTD conducts annual risk assessments:

- Direct risk: Low : all operations are office-based professional services with no on-site labour
- Indirect risk: Medium : suppliers, subcontract consultants, and office service providers
- Mitigation measures: Due diligence, contractual obligations, supplier monitoring, and internal reporting channels

These measures ensure that risks are proportionately managed relative to operational exposure.

5. Training and Awareness

- All employees and consultants are informed of the modern anti-slavery and human anti-trafficking Policy
- Management maintains awareness of modern slavery risk indicators
- Procurement and supplier engagement processes integrate ethical risk considerations
- Training updates are provided whenever operational changes occur or new risks are identified



6. Reporting Concerns and Whistleblowing

Engineering Projects TM LTD encourages reporting of any suspected slavery, human trafficking, or exploitative practices:

- Reports may be made directly to either director
- All reports are treated confidentially and investigated promptly
- Individuals reporting in good faith are protected from retaliation
- Appropriate remedial action is taken, including corrective action with suppliers or contract termination

7. Effectiveness and Continuous Improvement

The Company monitors and improves the effectiveness of anti-slavery measures by:

- Annual review of policies, procedures, and supply chain risk
- Periodic assessment of supplier compliance
- Maintaining records of reported concerns, investigations, and outcomes
- Updating policies and procedures to reflect operational changes, supplier base, or emerging risks

8. Accountability

The two directors of Engineering Projects TM LTD hold ultimate responsibility for:

- Ensuring implementation of anti-slavery measures
- Monitoring compliance and effectiveness
- Approving annual reviews and updates
- Maintaining transparency and ethical governance throughout the business and supply chains

Approved by Board of Directors
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